

# Department of DHS-Mt Pleasant (410) Facts - FY06

[http://www.dhs.state.ia.us/dhs2005/dhs\\_homepage/index.html](http://www.dhs.state.ia.us/dhs2005/dhs_homepage/index.html)



## General Information

**Address:** 1200 East Washington Street  
Mt. Pleasant, IA 52641

## Contact Information

### Email Address

|   |                       |
|---|-----------------------|
| <b>Superintendent:</b> Dr. James Carter                 | james.carter@iowa.gov |
| <b>Management Liaison:</b>                              |                       |
| <b>Personnel Assistant:</b>                             |                       |
| <b>HRE Personnel Officer:</b>                           |                       |
| <b>HRE Benefits Specialist:</b> Lorie Murray            | lorie.murray@iowa.gov |
| <b>HRE Employment Specialist:</b> Sheryl Gabel          | sheryl.gabel@iowa.gov |
| <b>HRE Workers' Compensation Specialist:</b> Ed Holland | ed.holland@iowa.gov   |

## Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

|  |   |   |  |
|--|---|---|--|
| # FT EEs: 84   | # PT EEs: 0   | # Temporary EEs: 4                                | Avg. Length of Service: 13.26                                    |
| Span of Control: 13.83                               | % Performance Evaluations Completed: 97.22%   | Total Unemployment Insurance Claims: N/A          |  |
| <b>Age Groups:</b>                                   | <b># of Females:</b> 58<br>% of WF: 69.05%  | <b># of Minorities:</b> 4<br>% of WF: 4.76%       | <b># of Persons With Disabilities:</b> 6<br>% of WF: 7.14%       |
| <25 1  |   |   |  |
| 25-34 11   |   |   |  |
| 35-44 17   | <b># of Males:</b> 26<br>% of WF: 30.95%  | <b># of Non-minorities:</b> 80<br>% of WF: 95.24% | <b># of Persons With Non-Disabilities:</b> 78<br>% of WF: 92.86% |
| 45-54 30   |   |   |  |
| 55-64 21   |   |   |  |
| 65+ 4  |   |   |  |
| Average Age: 48.42                                   |   |   |  |
| <b>Officials/Administrators</b><br>EEO Category 1: 2 | <b>Professionals</b><br>EEO Category 2: 36  | <b>Technicians</b><br>EEO Category 3: 3           | <b>Protective Service</b><br>EEO Category 4: 0                   |
| <b>Paraprofessionals</b><br>EEO Category 5: 0        | <b>Administrative Services</b><br>EEO Category 6: 8   | <b>Skilled Craft</b><br>EEO Category 7: 0         | <b>Service/Maintenance</b><br>EEO Category 8: 35                 |
| <b>Separation Rate:</b> N/A%                         | <b>Hire Rate:</b> N/A%  | <b>Number Hires:</b> 13                           | <b>Transfer In:</b> N/A  |
| <b>Retirements:</b> 2                                | <b>All Terminations:</b> 4  | <b>Voluntary Quits:</b> 0                         | <b>Transfer Out:</b> N/A   |
| <b># of Classes Used:</b> 22                         | <b>Most Populous Classes:</b> Resident Treatment Worker (34), Registered Nurse (12), Drug Abuse Counselor 2 (7) |   |  |

## Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

|  |  |   |   |  |
|--|--|---|---|--|
| <b>Vacation Payouts:</b><br>\$2,373.67           | <b>Sick Leave Payouts:</b><br>\$1,116.94         | <b>Annual Payroll:</b><br>\$3,848,748.29                    | <b>Avg. Base Salary:</b><br>\$45,048.34   | <b>Overtime Days Worked:</b><br>482.8  |
| <b>Overtime Cost:</b><br>\$116,503.11            | <b>Reassignment Pay:</b><br>\$0.00               | <b>Recruitment Bonus Pay:</b><br>\$0.00                     | <b>Retention Pay:</b><br>\$0.00   | <b>Exceptional Job Performance Pay:</b><br>\$0.00  |
| <b>Workers' Comp Payouts:</b> \$11,973.83        | <b>Vacation Pay - Earned Value:</b> \$271,583.56 | <b>Vacation Days Earned:</b><br>1,599.9                     | <b>Vacation Used Expense:</b><br>\$232,016.62   | <b>Vacation Days Taken:</b><br>1,393.2   |
| <b>Workers' Comp Days Used:</b> 131              | <b>Sick Leave Days Earned:</b><br>1,408.7        | <b>Reg. Sick Leave Used Expense:</b><br>\$140,338.13        | <b>Reg. Sick Leave Days Used:</b><br>890.8  | <b>Converted Sick Leave To Vacation Used Expense:</b><br>\$29,390.04   |
|  | <b>Sick Leave -Earned Value:</b><br>\$238,759.98 | <b>Converted Sick Leave To Vacation Days Used:</b><br>160.5 | <b>Avg. Sick Leave Days Per EE:</b><br>10.60  |  |
| <b>Injury Leave Used Expense:</b><br>\$6,764.21  | <b>Injury Leave Days Used:</b><br>41.8           | <b>Classification Appeals:</b><br>N/A                       | <b>Reclassifications</b><br>Up (Filled): 1<br>Up (Vacant): 0<br>Down (Filled): 1<br>Down (Vacant): 1<br>Lateral (Filled): 0<br>Lateral (Vacant): 0<br>Approx. Annual New Cost of Reclassified Positions:*<br>\$2,932.80 | <b>Grievances</b><br>Contract Grievances: 2<br>Disciplinary: 0<br>Language: 2<br>Non-Contract Grievances: 0<br>Disciplinary: 0<br>Language: 0<br>Arbitrations: 0 |
| <b>Funeral Leave Used Expense:</b><br>\$9,320.28 | <b>Funeral Days Used:</b><br>61.4                | <b>Extraordinary Pay:</b><br>\$0.00                         |   |  |
| <b>Jury Leave Used Expense:</b><br>\$105.20      | <b>Jury Leave Days Used:</b><br>0.7              | <b>Special Duty Pay:</b><br>\$0.00                          |   |  |
|  |  |   |   |  |

\* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

|   |  |   |
|---|--|---|
| <b>Females:</b> Current Year (FY '07) RUU: N/A<br>Current Year (FY '07) Goal: N/A<br>Goal Achievement (FY '06): N/A | <b>Minorities:</b> Current Year (FY '07) RUU: N/A<br>Current Year (FY '07) Goal: N/A<br>Goal Achievement (FY '06): N/A | <b>PWD:</b> Year (FY '07) RUU: N/A<br>Current Year (FY '07) Goal: N/A<br>Goal Achievement (FY '06): N/A |
|---|--|---|

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: April 9, 2007